

13 May 2011

Directors of (Private employment placement services and job opportunity information providers)

Re: Request for cooperation in ensuring the precise indication of working conditions in recruiting labourers, filing job offers, and concluding labour contracts

First, we would like to express our sincere appreciation for your continued serious consideration for labour administration.

Efforts have been made to recover from the accident at the Fukushima Daiichi Nuclear Power Plant of the Tokyo Electric Power Company (TEPCO). Some of the labour applications have indicated working conditions different from the actual conditions even though all work takes place within or near the site of the TEPCO Fukushima Daiichi Nuclear Power Plant.

This is recognized as an improper case in light of the provision in Article 5-3 of Employment Security Act (Act No. 141, 1947) (Annex 1). As we all know, persons conducting recruitment of workers must precisely indicate the working conditions such as job descriptions, the workplace, wages and working hours to prospective employees pursuant to the aforementioned Article. Similarly, employers must follow the same procedure for the Public Employment Security Office or the employment agency when filing the job offers.

Furthermore, employers must clearly indicate working conditions to their prospective employees when concluding a labour contract pursuant to the provisions in Article 15 of the Labour Standards Act (Act No. 49, 1947) (Annex 2). Specifically, employers are obliged to provide a clearly written document with job descriptions, the workplace, wages, and working hours to prospective employees.

Herewith, we would like to ask you to inform and raise awareness among your organization member firms across Japan concerning the following points:

Notes

1. Inform job seekers about the objectives of the Employment Security Act when receiving offers for job postings or requests for placing job advertisements in order to ensure clear and precise identification of working conditions.
2. Provide information to the relevant Prefectural Labour Bureaus about any evidence that may indicate the violation of the Employment Security Act. The MHLW will provide appropriate instructions to the violators of the Act who are responsible for inaccurate job postings or job advertisements.
3. Inform job seekers about the provisions that oblige employers to indicate working conditions specified in the Labour Standards Act in a written form when concluding labour contracts.

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Director

Labour Standards Bureau

Ministry of Health, Labour and Welfare

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